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EMPLOYMENT BENEFITS

AUSTRALIA

AUGUST 1987

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SUMMARY OF FINDINGS

Employment benefits, August 1984 to August 1987

The proportion of full-time employees receiving some employment benefits was 96.0 per cent, according to the August 1987 survey, a level unchanged from the previous year's survey, but less than the rate of 96.6 per cent estimated for August 1984.

For part-time employees, 51.6 per cent were receiving employment benefits at August 1987, compared with 50.3 per cent twelve months earlier, and 55.5 per cent in August 1984.

For all employees the August 1987 survey showed that the proportion receiving benefits was 87.3 per cent. This proportion has decreased each year from August 1984 when the result was 89.6 per cent. This declining trend is strongly influenced by the increasing proportion of employed persons who are part-time workers, and who are less likely to receive employment benefits. (Between August 1984 and August 1987, the proportion of employees who worked part-time grew from 17.1 per cent to 19.6 per cent).

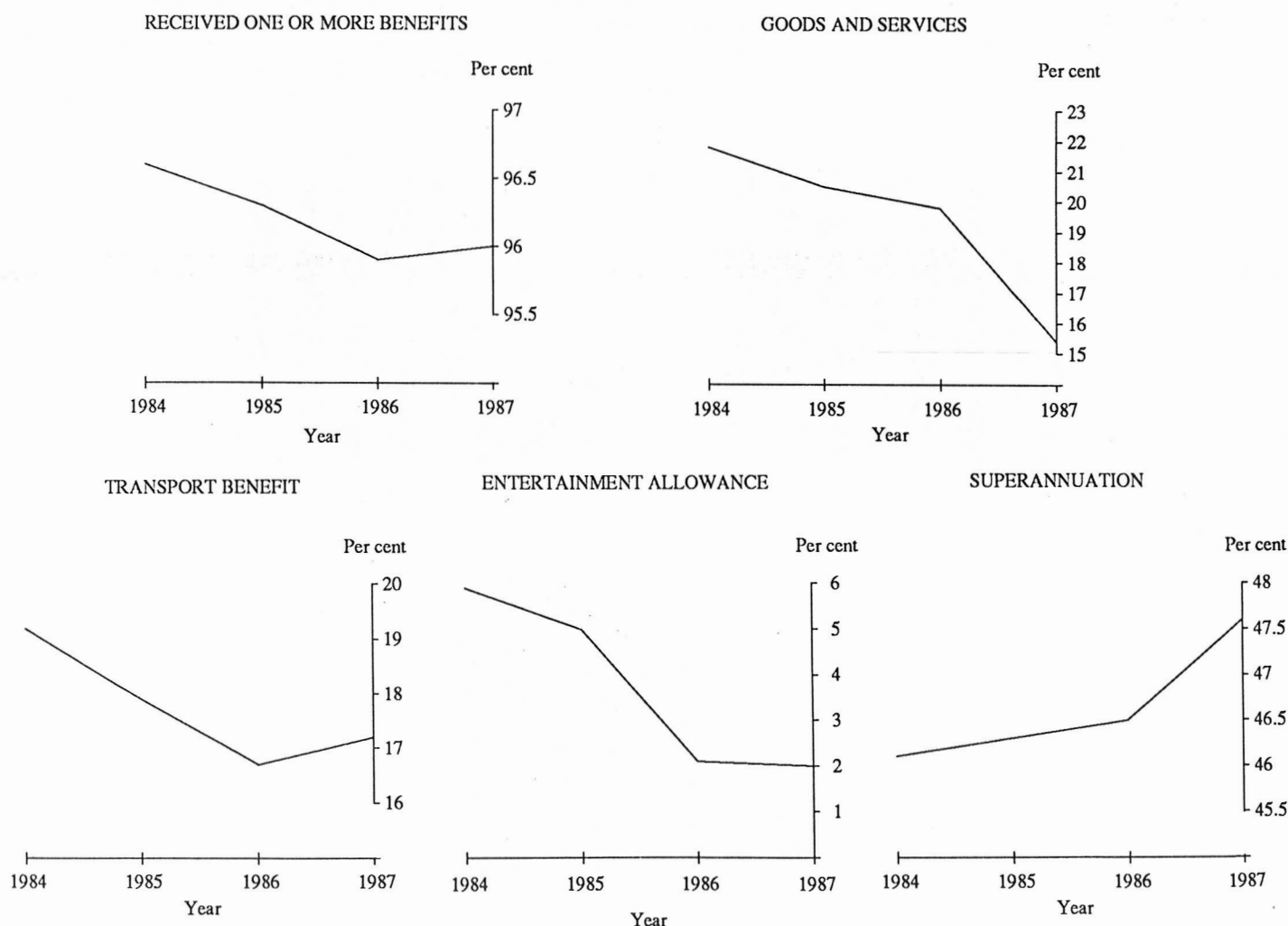
Full-time employees, August 1984 to August 1987

While the proportion of full-time employees in receipt of one or more benefits has remained steady since 1985 and has only decreased slightly since 1984 (from 96.6 to 96.0 per cent) the proportion of full-time employees in receipt of each of the individual benefits has varied between 1984 and 1987.

The benefits showing the largest decreases (in terms of the proportions of full-time employees receiving them) over this period were goods and services (21.8 to 15.4 per cent), transport (19.2 to 17.2 per cent) and entertainment allowance (5.9 to 2.0 per cent). For the goods and services benefit a fall of 4.4 percentage points occurred between August 1986 and August 1987.

The proportion of full-time employees entitled to superannuation has increased to 47.6 per cent in August 1987 from 46.5 per cent in August 1986. The proportion of full-time employees entitled to employer share issue has also increased noticeably since August 1986.

DIAGRAM 1: FULL-TIME EMPLOYEES: SELECTED BENEFITS RECEIVED, AUGUST 1984 TO 1987
(Source of data: Table 1)



Full-time and part-time employees, August 1987

While 96.0 per cent of full-time employees received one or more benefits, close to one third of these received only a 'leave' benefit (i.e. only one or more of sick leave, annual leave, long-service leave, study leave and holiday expenses). A further 27.0 per cent received only 'leave' and superannuation.

Goods and services were the only benefit that full-time female employees were more likely to receive than full-time male employees. Study leave and sick leave were available equally to male and female full-time employees.

Nearly half (48.4 per cent) of part-time employees received no benefits and about one quarter (25.6 per cent) received only one or more of the 'leave' group of benefits.

About one third of female part-time employees received sick leave (34.1 per cent) and annual leave (34.2 per cent) while only about one fifth of male part-time employees received these benefits (18.6 and 18.4 per cent respectively).

Sector, August 1987

The public sector had higher proportions of employees provided with superannuation (61.4 per cent), sick leave (91.3 per cent), annual leave (91.0 per cent) and long-service leave (88.1 per cent) benefits than the private sector (30.9, 75.0, 75.9 and 56.4 per cent respectively). Private sector employees however were more likely to have received goods and services, transport benefit, entertainment allowance and assistance with medical and union dues.

Industry, August 1987

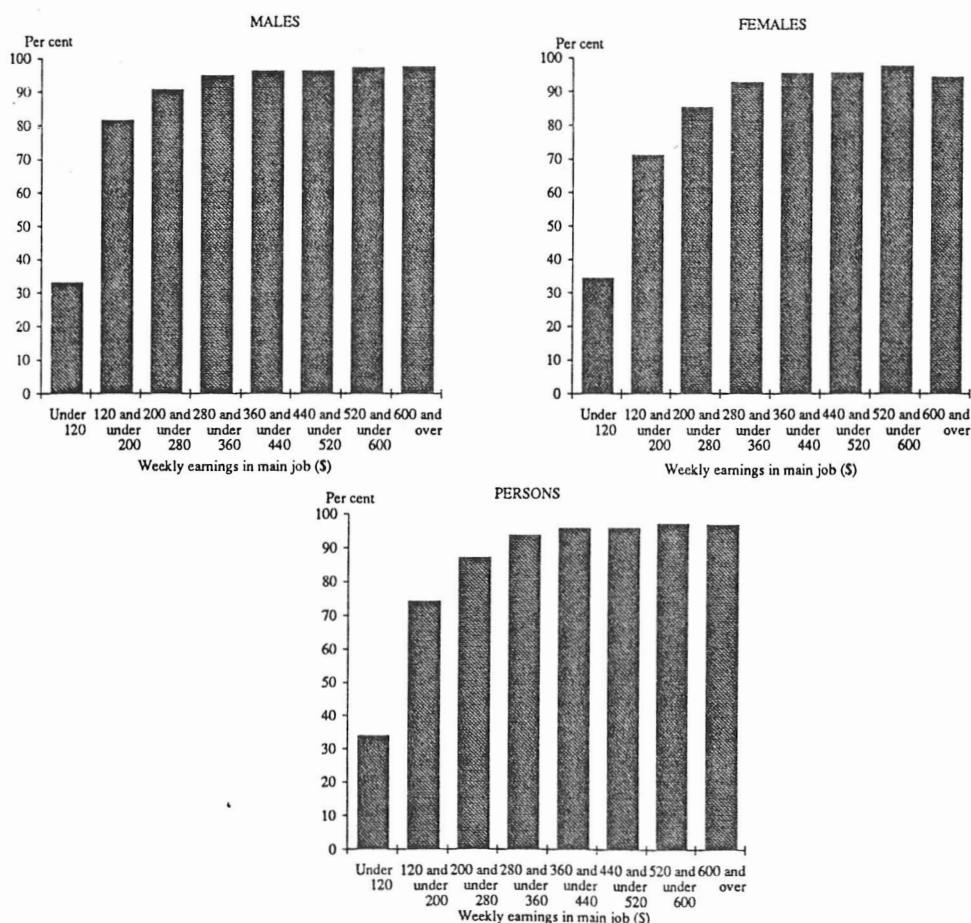
For some types of benefits, receipt of the benefit was predominately associated with employees in a particular industry. Of the 3.0 per cent of employees who received low-interest finance as a benefit, 66.5 per cent were employed in the finance, property and business services industry group, while of the 15.1 per cent of employees receiving a goods and services benefit, 41.8 per cent were employed in the wholesale and retail trade industry group.

Weekly earnings in main job, August 1987

For both male and female employees the likelihood of receiving one or more benefits increased with weekly earnings. This was true also for most individual benefits.

For goods and services benefit, however, a different pattern was evident, with employees in lower earnings ranges being just as likely to receive the benefit as employees with higher earnings.

DIAGRAM 2. ALL EMPLOYEES: PROPORTION WHO RECEIVED ONE OR MORE BENEFITS AND WEEKLY EARNINGS IN MAIN JOB, AUGUST 1987
(Source of data: Table 6)



Low-interest finance, August 1987

An estimated 175,200 employees received low-interest finance in August 1987. The predominant use of the benefit was to purchase or improve house or land (118,900 employees).

Most female employees receiving low-interest finance were less than 35 years old (78.4 per cent) while for males the majority were 35 years or over.

Annual leave, August 1987

An estimated 4,678,300 employees were provided with annual leave, and 77.8 per cent of these persons were entitled to four weeks leave. Of those employees entitled to annual leave 61.6 per cent could accrue their leave.

Transport benefit, August 1987

An estimated 858,000 employees received a transport benefit, though only 11.4 per cent of these persons received both a vehicle and expenses from their employers. About half (48.5 per cent) had only expenses provided by their employers and in most cases expenses were limited to those incurred travelling to and from work. Some 75.8 per cent of employees who were provided with a vehicle only were not restricted to using the vehicle to travel to and from work.

EXPLANATORY NOTES

Introduction

The monthly population survey (which is described in *The Labour Force, Australia* (6203.0)) comprises the monthly labour force survey and supplementary topics. This publication contains some results of a supplementary survey run in association with the August 1987 labour force survey conducted throughout Australia.

2. Of the respondents to the labour force survey, those who fell within the scope of the supplementary survey were asked additional questions. They were asked about a range of employment benefits provided to them by employers.

Scope

3. The scope of this supplementary survey was the same as that used for the labour force survey (described in full in *The Labour Force, Australia* (6203.0)) except that it was restricted to persons who were employed as wage and salary earners ('employees') in their main job excluding persons on workers' compensation and persons who worked solely for payment in kind.

Coverage

4. In the population survey, coverage rules are applied which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection. See *The Labour Force, Australia* (6203.0) for more details.

Definitions

5. The *employment benefits* included in the survey are a selection of concessions, allowances or other privileges received by or provided to employees in their main job in addition to wages or salary. The definitions of the particular benefits which were included in the survey are given in paragraphs 9 to 26. Some benefits which were not included in the survey are certain allowances received in accordance with award provisions (e.g. safety clothing); maternity and paternity leave; and cash payments in the nature of wages or salary, over-award payments, bonuses or payments in lieu of leave.

6. All benefits were being received by the employee at the time of the survey, with two exceptions:

- (a) in the case of four particular benefits — holiday expenses (paragraph 9), low-interest finance (paragraph 10), goods and services (paragraph 11), shares (paragraph 20)—the benefits had been taken up *at some time* while the employee had been working for the current employer; and
- (b) in the cases of sick leave (paragraph 24), annual leave (paragraph 25), and long-service leave (paragraph 26), the provision of, rather than the receipt of, the particular type of leave to the employee is defined as an employment benefit.

7. All benefits covered by this survey were received or provided while the employee was working for the current employer. However, not all benefits came directly from

the current employer. Some benefits received by or provided to employees from other sources as a result of their employment in a particular occupation or industry have been included in the tables (e.g. a concession air fare granted by an airline to a travel agency employee; long-service leave granted by an industry to an employee in that industry).

8. For those benefits defined in paragraphs 9 to 23, the mere availability of an entitlement to the benefit was not sufficient reason for inclusion in the estimates in this publication; only those that were used or taken up were counted. For those benefits defined in paragraphs 24 to 26 estimates in this publication refer to the provision of leave, regardless of whether this leave had actually been used.

9. *Holiday expenses.* Any free or discounted holiday or holiday travel expenses paid for or subsidised as a result of a person's employment at the time of the survey.

10. *Low-interest finance.* Finance provided by the employer, or as a result of working for the employer, at a low-interest rate. In cases where the employer was an institution which provided loans to persons other than its own employees, e.g. banks, a benefit was recorded only if the loan was at a lower rate of interest than the lender's usual rate for the particular purpose for which the loan was made. While loans made by lending institutions to non-employee members were not included under this definition, it is nevertheless known that some respondents reported, as low-interest finance, loans provided by institutions whose borrowers were restricted to employees of certain other organisations (e.g. some credit unions set up by companies, public service, etc.).

11. *Goods and services.* Goods and services (not included under other headings) provided free or at a discounted price to an employee, e.g. a motor vehicle supplied at a discount price to an employee of a car manufacturer.

12. *Housing.* Assistance in the provision of, or subsidisation of the costs of, accommodation used as a residence by a person or his/her family. It included the provision to an employee, as an employee entitlement, of a residence owned by the employer, payment or subsidisation of rent or board, provision of a housing allowance and payment or subsidisation of water, sewerage or general rates payable to local government authorities.

13. *Electricity.* Payment or subsidisation by a person's employer of household fuel and/or power expenses, including electricity, gas, oil and firewood.

14. *Telephone.* Payment or subsidisation, by the employer, of private telephone charges.

15. *Transport.* Assistance with *day-to-day* travelling for *private purposes* including the payment or subsidisation of the cost of travel to and from work by the provision of a vehicle or by other means, e.g. travelling allowance. This type of emolument when used for less frequent purposes, e.g. holidays, was classified as another type of benefit e.g. holiday expenses.

16. *Medical.* Payment or subsidisation by the employer, of an employee's medical and/or hospital expenses, etc. and/or benefits fund contributions. Deduction from the employee's wages or salary, where the employee paid the full contribution, was not considered to be a benefit.
 17. *Union dues.* Payment or subsidisation by the employer of the employee's union membership dues or professional association membership fees. Deduction from the employee's wages or salary, where the employee paid the full amount, was not considered to be a benefit.
 18. *Club fees.* Payment or subsidisation of the employee's membership fee for a club or society (not being a union or professional association) of which he/she was a member. Deduction from the employee's wages or salary, where the employee paid the full amount, was not considered to be a benefit.
 19. *Entertainment allowance.* Regular provision of an amount for entertainment or hospitality expenses, or the reimbursement of expenses regularly incurred for entertainment or hospitality purposes.
 20. *Shares.* Receipt or provision of shares, rights or options in the employer's business as an employee entitlement.
 21. *Study leave.* Time off granted by the employer for attendance at classes during working hours, provided that the course being studied was not undertaken as a condition of employment. Thus apprentices, etc. attending college were not considered to be receiving a benefit, but other students were, even if they lost pay while on study leave or had to make up all of the time they were absent during working hours.
 22. *Superannuation.* Membership of a superannuation or retirement benefits scheme, but only if the scheme was arranged or provided by the person's current employer and even if the employer did not contribute to the fund. There were an additional 555,400 employees covered by schemes not arranged or provided by their employers.
 23. *Child care/education expenses.* Payment in full or in part by the employer of any expenses incurred in providing child care and/or in the education of an employee's child(ren), e.g. tuition fees, books.
 24. *Sick leave.* Provision by employers of paid sick leave, as collected by responses to the question 'Does your employer provide you with paid sick leave?'.
 25. *Annual leave.* Provision by employers of paid holiday leave, as collected by responses to the question 'Does your employer provide you with paid holiday leave?'.
 26. *Long-service leave.* Provision by employers or industries of long-service leave to any employee, as collected by responses to the question 'Does your employer or industry provide long-service leave?'. Persons who 'did not know' whether they were provided with long-service leave were considered to be not in receipt of this benefit.
 27. *Hours worked in main job* referred to actual hours worked during the reference week. (i.e the week before the interview).
 28. *Full-time employees* are those who *usually* worked 35 hours or more each week (in all jobs) and others who, although usually working less than 35 hours each week, worked 35 hours or more during the reference week. *Part-time employees* are those who usually worked less than 35 hours a week and who did so during the reference week. Persons in full-time occupations (e.g. teachers) who were reported as usually working less than 35 hours and did so in the reference week were classified as part-time. When recording hours of work, fractions of an hour were disregarded.
 29. *Weekly earnings* referred to the amount of 'last total pay' prior to the interview (i.e. before taxation and other deductions had been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or pre-payment of leave, etc.
 30. The *main job* was defined as the job in which most hours were usually worked. A person who held more than one job was classified to the industry and occupation of their main job.
 31. Unless otherwise stated, all characteristics referenced in this publication relate to the reference week.
 32. Further definitions of labour force and demographic classifications appearing in this publication are given in *The Labour Force, Australia* (6203.0).
- Results of the survey**
33. The estimates in this publication refer to information collected in the survey month and, due to seasonal factors, may not be representative of other months of the year.
 34. A publication *Employment Benefits, Australia, August 1987, Summary* (6332.0) containing a summary of the results of the survey was released on 1 December 1987
 35. The first survey was conducted in February to May 1979. Regular annual surveys have been conducted since August 1983. Results of these surveys have been given in previous issues of this publication.
 36. It is proposed that this survey will be conducted next in August 1988.
- Unpublished tables**
37. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer print-out, manually-extracted tabulation. In general, a charge is made for providing unpublished information. Inquiries should be made to the officer whose name appears in the *Phone Inquiries* section at the front of this publication, or to Information services in the nearest ABS Office.

Discontinuities in the series

38. Classification of occupation according to the Australian Standard Classification of Occupations (ASCO) 1986 was introduced in the August 1986 survey, replacing the Classification and Classified List of Occupations (CCLO), used in previous surveys. The main difference between these classifications is that ASCO occupations are classified on the basis of the level and specialisation of skill required for the satisfactory performance of primary tasks. For a more detailed explanation of ASCO see the appendix to *The Labour Force, Australia, August 1986* (6203.0).

39. The family status classification in this publication varies from that shown in the previous issue. Dependents are now identified rather than children aged 0 to 14. *Dependents* comprise all family members under 15 years of age; all family members aged 15 to 19 attending school; and all family members aged 15 to 24 who were full-time students at a tertiary or further educational institution.

40. The definition of a *transport benefit* has been broadened to include payment or subsidisation of the cost of travel to and from work. This has had the effect of increasing the estimate of the number of persons in receipt of this benefit by 436,400 in August 1987. In this publication, estimates from previous surveys have been revised to enable comparisons to be made.

Reliability of the estimates

41. Estimates in this publication are subject to sampling and non-sampling errors. For more information refer to the Technical Note.

Related publications

42. Other ABS publications which may be of interest include:

The Labour Force, Australia (6203.0)—issued monthly

Weekly Earnings of Employees (Distribution), Australia (6310.0)—issued annually

Working Conditions, Australia, (6335.0)—issued irregularly

Alternative Working Arrangements, Australia, Preliminary (6340.0)—issued irregularly

Annual and Long-Service Leave Taken, Australia, (6317.0)—issued irregularly

Information Paper: Questionnaires used in the Labour Force Survey, Australia (6232.0)—issued irregularly

43. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Symbols and other usages

- * subject to sampling variability too high for most practical uses. See the Technical Note.
- .. not applicable
- r revised

44. Because estimates have been rounded, discrepancies may occur between sums of the component items and totals.

Electronic services

VIATEL. Key *656# for selected current economic, social and demographic statistics.

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Further information is available on (062) 52 5404.

TABLE 1. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND FULL-TIME AND PART-TIME WORKERS,
AUGUST 1984 TO AUGUST 1987

Type of benefit	August 1984		August 1985		August 1986		August 1987	
	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)
FULL-TIME WORKERS								
Total employees	4,443.4	100.0	4,544.2	100.0	4,657.6	100.0	4,678.7	100.0
No benefits	151.2	3.4	166.7	3.7	190.0	4.1	185.0	4.0
Holiday expenses	197.0	4.4	208.4	4.6	213.0	4.6	202.8	4.3
Low-interest finance	142.4	3.2	133.2	2.9	145.0	3.1	169.9	3.6
Goods and services	968.0	21.8	929.8	20.5	921.8	19.8	722.4	15.4
Housing	209.9	4.7	190.4	4.2	175.4	3.8	178.8	3.8
Electricity	118.1	2.7	102.0	2.2	93.4	2.0	96.8	2.1
Telephone	457.0	10.3	463.1	10.2	411.8	8.8	425.3	9.1
Transport	r852.8	r19.2	r812.7	r17.9	r775.9	r16.7	803.3	17.2
Medical	183.0	4.1	176.0	3.9	161.6	3.5	172.6	3.7
Union dues	128.6	2.9	118.5	2.6	97.3	2.1	114.4	2.4
Club fees	92.9	2.1	79.5	1.7	52.1	1.1	71.2	1.5
Entertainment allowance	264.1	5.9	228.4	5.0	98.9	2.1	95.4	2.0
Shares	81.4	1.8	77.9	1.7	72.8	1.6	116.3	2.5
Study leave	87.0	2.0	90.6	2.0	98.3	2.1	105.7	2.3
Superannuation	2,049.3	46.1	2,102.6	46.3	2,165.0	46.5	2,228.9	47.6
Child care/education expenses	15.7	0.4	13.1	0.3	9.8	0.2	10.8	0.2
Sick leave	4,122.1	92.8	4,208.2	92.6	4,276.0	91.8	4,291.6	91.7
Annual leave	4,142.3	93.2	4,233.7	93.2	4,308.5	92.5	4,324.3	92.4
Long-service leave	3,356.4	75.5	3,427.4	75.4	3,480.4	74.7	3,541.0	75.7
PART-TIME WORKERS								
Total employees	914.7	100.0	968.8	100.0	1,025.7	100.0	1,138.9	100.0
No benefits	406.6	44.5	443.3	45.8	510.0	49.7	551.8	48.4
Holiday expenses	11.2	1.2	9.5	1.0	9.0	0.9	7.8	0.7
Low-interest finance	5.1	0.6	5.1	0.5	*	*	5.4	0.5
Goods and services	178.8	19.6	173.9	18.0	150.2	14.6	156.6	13.7
Housing	11.5	1.3	14.3	1.5	10.9	1.1	12.7	1.1
Electricity	12.9	1.4	11.3	1.2	8.9	0.9	11.1	1.0
Telephone	39.3	4.3	39.3	4.1	33.3	3.2	35.9	3.2
Transport	r61.3	r6.7	r60.4	r6.2	r50.2	r4.9	54.8	4.8
Medical	8.9	1.0	10.2	1.1	7.2	0.7	7.5	0.7
Union dues	6.5	0.7	6.1	0.6	4.8	0.5	5.2	0.5
Club fees	3.7	0.4	4.7	0.5	*	*	*	*
Entertainment allowance	7.7	0.8	7.5	0.8	*	*	*	*
Shares	6.0	0.7	5.6	0.6	6.6	0.6	8.7	0.8
Study leave	10.1	1.1	9.9	1.0	13.3	1.3	16.3	1.4
Superannuation	68.2	7.5	76.4	7.9	72.2	7.0	94.8	8.3
Child care/education expenses	*	*	*	*	*	*	*	*
Sick leave	296.9	32.5	318.9	32.9	323.1	31.5	353.4	31.0
Annual leave	295.6	32.3	321.5	33.2	325.1	31.7	354.0	31.1
Long-service leave	219.0	23.9	243.6	25.1	256.6	25.0	291.6	25.6
TOTAL								
Total Employees	5,358.2	100.0	5,513.0	100.0	5,683.4	100.0	5,817.6	100.0
No benefits	557.8	10.4	610.0	11.1	700.0	12.3	736.8	12.7
Holiday expenses	208.2	3.9	217.8	4.0	222.0	3.9	210.6	3.6
Low-interest finance	147.5	2.8	138.3	2.5	148.3	2.6	175.2	3.0
Goods and services	1,146.8	21.4	1,103.7	20.0	1,072.1	18.9	879.0	15.1
Housing	221.4	4.1	204.7	3.7	186.4	3.3	191.4	3.3
Electricity	131.0	2.4	113.3	2.1	102.3	1.8	107.9	1.9
Telephone	496.3	9.3	502.4	9.1	445.0	7.8	461.2	7.9
Transport	r914.1	r17.1	r873.1	r15.8	r826.1	r14.5	858.0	14.7
Medical	191.9	3.6	186.1	3.4	168.7	3.0	180.1	3.1
Union dues	135.1	2.5	124.6	2.3	102.2	1.8	119.6	2.1
Club fees	96.6	1.8	84.2	1.5	53.7	0.9	72.9	1.3
Entertainment allowance	271.8	5.1	235.9	4.3	100.5	1.8	97.6	1.7
Shares	87.4	1.6	83.5	1.5	79.3	1.4	125.0	2.1
Study leave	97.1	1.8	100.5	1.8	111.6	2.0	122.0	2.1
Superannuation	2,117.5	39.5	2,179.0	39.5	2,237.2	39.4	2,323.7	39.9
Child care/education expenses	18.1	0.3	16.2	0.3	10.8	0.2	13.0	0.2
Sick leave	4,419.0	82.5	4,527.1	82.1	4,599.1	80.9	4,645.0	79.8
Annual leave	4,437.9	82.8	4,555.2	82.6	4,633.6	81.5	4,678.3	80.4
Long-service leave	3,575.4	66.7	3,671.0	66.6	3,737.0	65.8	3,832.6	65.9

TABLE 2. ALL EMPLOYEES: COMBINATIONS OF BENEFITS RECEIVED AND FULL-TIME AND PART-TIME WORKERS,
AUGUST 1987
('000)

	Full-time workers	Part-time workers	Total
Received no benefits	185.0	551.8	736.8
<i>Received benefits from only one group</i>	<i>1,514.5</i>	<i>410.6</i>	<i>1,925.1</i>
Leave(a)	1,452.6	291.9	1,744.5
Accommodation(b)	9.4	8.4	17.8
Transport	16.5	13.9	30.4
Allowances(c)	26.7	88.7	115.4
Superannuation	9.3	7.8	17.1
<i>Received benefits from two groups</i>	<i>1,814.1</i>	<i>133.8</i>	<i>1,947.9</i>
Leave and accommodation	66.7	7.9	74.6
Leave and transport	160.6	9.7	170.3
Leave and allowances	355.7	51.7	407.4
Leave and superannuation	1,214.7	51.9	1,266.6
Accommodation and transport	5.2	3.9	9.1
Accommodation and allowances	*	*	4.1
Accommodation and superannuation	*	*	4.9
Transport and allowances	*	*	5.4
Transport and superannuation	*	*	*
Allowances and superannuation	*	*	*
<i>Received benefits from three groups</i>	<i>744.5</i>	<i>32.2</i>	<i>776.6</i>
Leave, accommodation and transport	35.2	*	38.1
Leave, accommodation and allowances	29.8	4.0	33.7
Leave, accommodation and superannuation	167.4	4.9	172.3
Leave, transport and allowances	57.8	*	60.5
Leave, transport and superannuation	192.4	6.6	199.0
Leave, allowances and superannuation	249.9	7.5	257.4
Accommodation, transport and allowances	5.6	*	6.5
Accommodation, transport and superannuation	3.6	*	4.6
Accommodation, allowances and superannuation	*	*	*
Transport, allowances and superannuation	*	*	*
<i>Received benefits from four groups</i>	<i>316.0</i>	<i>9.3</i>	<i>325.3</i>
Leave, accommodation, transport and allowances	36.8	*	39.5
Leave, accommodation, transport and superannuation	92.0	*	93.9
Leave, accommodation, allowances and superannuation	100.6	*	102.6
Leave, transport, allowances and superannuation	81.6	*	83.1
Accommodation, transport, allowances and superannuation	5.0	*	6.2
Received benefits from all five groups	104.7	*	105.9
Total	4,678.7	1,138.9	5,817.6

(a) Comprises holiday expenses, study leave, sick leave, annual leave, and long-service leave types of benefits. (b) Comprises low-interest finance, housing, electricity, and telephone types of benefits. (c) Comprises goods and services, medical, union dues, club fees, entertainment allowance, shares, and child care/ education expenses types of benefits.

TABLE 3. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND FULL-TIME AND PART-TIME WORKERS, AUGUST 1987

Type of benefit received	Males		Females		Persons	
	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)	Number ('000)	Proportion (per cent)
FULL-TIME WORKERS						
Total employees	3,172.2	100.0	1,506.5	100.0	4,678.7	100.0
No benefits	114.1	3.6	70.8	4.7	185.0	4.0
Holiday expenses	155.3	4.9	47.5	3.2	202.8	4.3
Low-interest finance	123.5	3.9	46.3	3.1	169.9	3.6
Goods and services	459.3	14.5	263.0	17.5	722.4	15.4
Housing	154.7	4.9	24.1	1.6	178.8	3.8
Electricity	82.5	2.6	14.2	0.9	96.8	2.1
Telephone	379.5	12.0	45.8	3.0	425.3	9.1
Transport	711.5	22.4	91.7	6.1	803.3	17.2
Medical	127.8	4.0	44.8	3.0	172.6	3.7
Union dues	100.1	3.2	14.3	1.0	114.4	2.4
Club fees	61.4	1.9	9.8	0.7	71.2	1.5
Entertainment allowance	84.9	2.7	10.5	0.7	95.4	2.0
Shares	97.9	3.1	18.4	1.2	116.3	2.5
Study leave	71.7	2.3	34.0	2.3	105.7	2.3
Superannuation	1,677.1	52.9	551.7	36.6	2,228.9	47.6
Child care/ education expenses	8.5	0.3	*	*	10.8	0.2
Sick leave	2,908.2	91.7	1,383.4	91.8	4,291.6	91.7
Annual leave	2,940.5	92.7	1,383.8	91.9	4,324.3	92.4
Long-service leave	2,433.3	76.7	1,107.7	73.5	3,541.0	75.7
PART-TIME WORKERS						
Total employees	227.0	100.0	911.9	100.0	1,138.9	100.0
No benefits	142.8	62.9	409.0	44.9	551.8	48.4
Holiday expenses	*	*	5.8	0.6	7.8	0.7
Low-interest finance	*	*	5.1	0.6	5.4	0.5
Goods and services	24.5	10.8	132.1	14.5	156.6	13.7
Housing	*	*	10.0	1.1	12.7	1.1
Electricity	*	*	9.3	1.0	11.1	1.0
Telephone	4.7	2.1	31.1	3.4	35.9	3.2
Transport	10.3	4.5	44.4	4.9	54.8	4.8
Medical	*	*	6.3	0.7	7.5	0.7
Union dues	*	*	*	*	5.2	0.5
Club fees	*	*	*	*	*	*
Entertainment allowance	*	*	*	*	*	*
Shares	*	*	7.0	0.8	8.7	0.8
Study leave	6.8	3.0	9.5	1.0	16.3	1.4
Superannuation	18.3	8.1	76.5	8.4	94.8	8.3
Child care/ education expenses	*	*	*	*	*	*
Sick leave	42.3	18.6	311.2	34.1	353.4	31.0
Annual leave	41.7	18.4	312.3	34.2	354.0	31.1
Long-service leave	36.3	16.0	255.3	28.0	291.6	25.6
TOTAL						
Total employees	3,399.2	100.0	2,418.4	100.0	5,817.6	100.0
No benefits	256.9	7.6	479.8	19.8	736.8	12.7
Holiday expenses	157.3	4.6	53.3	2.2	210.6	3.6
Low-interest finance	123.9	3.6	51.4	2.1	175.2	3.0
Goods and services	483.8	14.2	395.2	16.3	879.0	15.1
Housing	157.3	4.6	34.1	1.4	191.4	3.3
Electricity	84.3	2.5	23.5	1.0	107.9	1.9
Telephone	384.3	11.3	76.9	3.2	461.2	7.9
Transport	721.9	21.2	136.2	5.6	858.0	14.7
Medical	129.0	3.8	51.1	2.1	180.1	3.1
Union dues	102.2	3.0	17.4	0.7	119.6	2.1
Club fees	62.2	1.8	10.7	0.4	72.9	1.3
Entertainment allowance	85.9	2.5	11.7	0.5	97.6	1.7
Shares	99.6	2.9	25.4	1.1	125.0	2.1
Study leave	78.5	2.3	43.5	1.8	122.0	2.1
Superannuation	1,695.4	49.9	628.2	26.0	2,323.7	39.9
Child care/ education expenses	8.8	0.3	4.2	0.2	13.0	0.2
Sick leave	2,950.4	86.8	1,694.6	70.1	4,645.0	79.8
Annual leave	2,982.2	87.7	1,696.1	70.1	4,678.3	80.4
Long-service leave	2,469.5	72.7	1,363.0	56.4	3,832.6	65.9

TABLE 4. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED, INDUSTRY AND SECTOR,
AUGUST 1987
('000)

Type of benefit received	Industry												Sector		
	Agri- culture, forestry, fishing and hunting	Mining	Manu- facturing	Electri- city, gas and water	Construc- tion	Whole- sale and retail trade	Transport and storage	Communi- cation	Finance, property and business services	Public admin- istration and defence	Communi- ty services	Recrea- tion, personal and other services	Total	Public	Private (a)
Total employees	105.5	94.7	1,071.8	118.3	301.7	1,119.9	303.8	135.7	633.2	346.9	1,206.2	379.8	5,817.6	1,733.0	4,084.6
No benefits	23.3	*	64.4	*	33.5	219.7	27.1	*	55.5	17.6	158.8	131.8	736.8	103.2	633.6
Holiday expenses	*	12.1	18.5	*	*	16.7	91.3	4.7	29.0	7.4	14.0	9.3	210.6	111.8	98.7
Low-interest finance	*	3.9	16.0	3.9	*	5.4	5.9	*	116.6	5.2	12.2	*	175.2	63.9	111.4
Goods and services	21.2	12.9	203.1	9.4	19.3	367.0	34.6	19.7	59.1	6.5	49.6	76.5	879.0	103.0	776.0
Housing	31.8	22.0	11.6	5.7	11.0	17.0	8.5	*	25.8	4.7	41.1	9.3	191.4	58.9	132.6
Electricity	24.6	11.3	6.3	4.9	11.4	11.6	5.7	*	10.5	*	11.3	5.6	107.9	17.9	90.0
Telephone	25.5	9.8	65.8	16.3	39.7	83.5	27.8	47.2	65.7	20.6	43.4	15.9	461.2	122.4	338.8
Transport	20.4	33.4	138.7	20.7	104.1	192.6	76.1	12.6	118.1	37.6	74.6	29.2	858.0	196.5	661.5
Medical	4.3	18.8	34.6	*	*	26.1	4.7	*	63.3	*	20.1	*	180.1	36.8	143.4
Union dues	*	3.6	20.2	*	15.1	17.4	6.2	*	35.9	*	13.5	*	119.6	11.8	107.8
Club fees	*	*	10.8	*	*	12.3	3.5	*	30.1	*	6.1	*	72.9	10.0	62.9
Entertainment allowance	*	*	15.0	*	3.8	25.5	4.7	*	28.4	*	6.4	7.0	97.6	12.9	84.8
Shares	*	6.7	39.6	*	8.9	24.7	*	*	31.4	*	4.8	*	125.0	*	123.3
Study leave	*	*	16.3	*	*	10.2	5.1	3.7	23.9	14.3	33.8	5.3	122.0	56.9	65.1
Superannuation	19.1	68.7	467.9	93.7	122.2	246.6	148.4	116.9	275.8	255.9	463.1	45.5	2,323.7	1,063.2	1,260.5
Child care/ education expenses	*	*	*	*	*	*	*	*	*	*	4.5	*	13.0	*	12.1
Sick leave	60.2	90.2	958.2	116.9	234.1	773.5	257.2	131.8	539.7	320.2	967.5	195.5	4,645.0	1,581.5	3,063.5
Annual leave	60.7	90.1	966.2	116.9	237.3	775.3	263.1	131.9	545.0	318.3	972.6	200.9	4,678.3	1,576.8	3,101.5
Long-service leave	35.9	84.2	792.4	116.3	183.7	536.1	225.4	130.4	431.2	310.4	864.6	122.0	3,832.6	1,527.2	2,305.4

(a) Includes 22,000 persons for whom sector could not be determined.

TABLE 5. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND OCCUPATION, AUGUST 1987
(°000)

Type of benefit received	Occupation								Total
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	
	MALES								
Total employees	311.8	437.7	229.7	796.0	298.6	296.7	392.3	636.5	3,399.2
No benefits	4.4	18.9	7.6	39.0	9.6	49.2	29.9	98.4	256.9
Holiday expenses	20.3	16.6	9.2	29.3	17.4	13.3	26.0	25.2	157.3
Low-interest finance	31.2	22.0	4.7	9.0	33.8	10.4	6.1	6.6	123.9
Goods and services	61.9	40.5	22.4	108.4	37.1	73.0	60.2	80.3	483.8
Housing	36.8	21.0	16.2	22.9	8.4	7.0	16.4	28.6	157.3
Electricity	21.1	9.4	4.7	15.7	*	*	9.8	18.4	84.3
Telephone	117.0	60.2	34.0	65.0	19.7	40.6	19.6	28.3	384.3
Transport	168.0	99.9	52.2	144.4	31.0	94.3	51.9	80.1	721.9
Medical	27.8	19.1	6.4	17.1	20.7	9.2	13.4	15.2	129.0
Union dues	21.7	33.3	4.0	13.2	5.2	6.7	8.0	10.2	102.2
Club fees	26.9	14.3	*	3.8	4.6	7.5	*	*	62.2
Entertainment allowance	42.2	15.6	*	*	5.4	15.0	*	*	85.9
Shares	29.7	16.6	*	16.7	9.0	7.2	9.1	7.8	99.6
Study leave	10.7	20.0	9.2	14.5	11.6	6.5	*	4.6	78.5
Superannuation	201.6	283.7	161.4	329.4	207.5	87.3	199.8	224.8	1,695.4
Child care/ education expenses	*	*	*	*	*	*	*	*	8.8
Sick leave	281.6	394.0	216.5	716.0	284.0	218.7	343.9	495.7	2,950.4
Annual leave	284.1	399.1	216.5	726.0	284.5	224.1	348.9	499.0	2,982.2
Long-service leave	231.5	349.9	197.1	572.8	265.8	164.5	291.0	396.9	2,469.5
FEMALES									
Total employees	59.8	314.4	185.8	79.0	802.7	553.0	85.5	338.2	2,418.4
No benefits	*	45.4	22.5	11.7	96.3	187.2	13.1	100.3	479.8
Holiday expenses	3.5	4.1	*	*	21.2	18.5	*	*	53.3
Low-interest finance	*	4.3	*	*	30.8	13.2	*	*	51.4
Goods and services	15.9	18.3	8.6	25.2	104.8	159.0	20.6	42.8	395.2
Housing	*	7.1	*	*	10.4	4.6	*	6.2	34.1
Electricity	*	*	*	*	10.3	*	*	3.8	23.5
Telephone	7.8	10.3	*	*	38.0	11.6	*	5.7	76.9
Transport	12.2	18.6	8.0	*	51.0	27.7	*	13.7	136.2
Medical	3.6	5.1	6.7	*	24.1	7.9	*	*	51.1
Union dues	*	6.4	*	*	3.7	*	*	*	17.4
Club fees	*	4.2	*	*	*	*	*	*	10.7
Entertainment allowance	3.9	*	*	*	*	*	*	*	11.7
Shares	*	*	*	*	15.8	*	*	*	25.4
Study leave	*	10.8	5.7	*	16.6	6.1	*	*	43.5
Superannuation	20.0	132.5	41.4	8.7	290.9	57.7	22.0	55.1	628.2
Child care/ education expenses	*	*	*	*	*	*	*	*	4.2
Sick leave	47.6	252.8	152.8	59.4	644.0	273.6	66.7	197.8	1,694.6
Annual leave	48.5	248.4	153.4	60.7	647.4	271.7	67.2	198.7	1,696.1
Long-service leave	35.4	224.6	136.0	31.1	539.5	189.3	47.4	159.7	1,363.0
PERSONS									
Total employees	371.6	752.1	415.5	875.0	1,101.3	849.7	477.8	974.7	5,817.6
No benefits	7.6	64.3	30.1	50.7	105.9	236.5	43.0	198.7	736.8
Holiday expenses	23.9	20.7	10.9	30.1	38.6	31.8	26.4	28.2	210.6
Low-interest finance	32.4	26.3	5.3	9.6	64.6	23.6	6.3	7.1	175.2
Goods and services	77.8	58.8	31.0	133.6	141.9	231.9	80.8	123.1	879.0
Housing	39.4	28.0	18.7	23.5	18.8	11.6	16.7	34.8	191.4
Electricity	23.3	11.9	5.5	16.4	12.9	5.9	9.8	22.2	107.9
Telephone	124.8	70.5	36.3	65.9	57.7	52.2	19.8	34.0	461.2
Transport	180.2	118.5	60.1	147.5	82.0	122.0	53.9	93.8	858.0
Medical	31.3	24.2	13.1	17.6	44.9	17.2	14.0	17.8	180.1
Union dues	23.9	39.6	4.8	13.9	8.9	8.3	8.2	11.8	119.6
Club fees	28.6	18.5	*	4.3	7.2	8.3	*	*	72.9
Entertainment allowance	46.1	17.1	*	*	8.5	17.1	*	*	97.6
Shares	32.2	18.0	3.6	17.1	24.8	10.6	9.8	8.9	125.0
Study leave	12.7	30.9	15.0	14.7	28.2	12.7	*	6.3	122.0
Superannuation	221.6	416.1	202.8	338.1	498.4	145.1	221.8	279.8	2,323.7
Child care/ education expenses	3.8	*	*	*	*	*	*	*	13.0
Sick leave	329.1	646.8	369.4	775.3	927.9	492.3	410.6	693.5	4,645.0
Annual leave	332.7	647.4	370.0	786.6	931.9	495.8	416.1	697.7	4,678.3
Long-service leave	266.9	574.5	333.1	603.8	805.3	353.9	338.4	556.6	3,832.6

TABLE 6. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND WEEKLY EARNINGS(a) IN MAIN JOB, AUGUST 1987
('000)

Type of benefit received	Weekly earnings(a) in main job (\$)								Total
	Under 120	120 and under 200	200 and under 280	280 and under 360	360 and under 440	440 and under 520	520 and under 600	600 and over	
	MALES								
Total employees	162.1	168.4	325.7	732.1	677.9	462.0	340.7	530.4	3,399.2
No benefits	107.6	30.1	28.5	34.0	22.1	15.2	7.9	11.4	256.9
Holiday expenses	*	*	13.6	22.7	29.1	28.4	23.4	36.0	157.3
Low-interest finance	*	*	6.2	16.2	22.1	23.5	16.7	37.7	123.9
Goods and services	15.1	24.7	53.1	114.8	102.4	66.0	37.4	70.3	483.8
Housing	5.0	6.3	16.5	19.8	25.0	23.3	18.4	43.1	157.3
Electricity	4.9	4.4	12.7	12.7	10.5	11.0	8.8	19.4	84.3
Telephone	6.1	7.6	21.9	44.8	61.3	64.0	52.3	126.2	384.3
Transport	9.4	17.3	41.4	97.2	138.5	117.5	93.1	207.4	721.9
Medical	*	3.9	7.7	14.2	17.7	22.0	16.7	44.9	129.0
Union dues	*	*	5.2	11.1	15.6	13.0	13.9	39.8	102.2
Club fees	*	*	*	4.3	6.3	6.4	8.4	31.1	62.2
Entertainment allowance	*	*	*	5.6	10.8	12.6	12.4	39.5	85.9
Shares	*	*	5.0	12.5	17.8	13.8	11.3	35.7	99.6
Study leave	3.5	4.2	4.7	11.4	14.2	12.6	11.7	16.2	78.5
Superannuation	5.4	22.6	93.2	304.3	352.9	289.5	239.7	387.7	1,695.4
Child care/ education expenses	*	*	*	*	*	*	*	*	8.8
Sick leave	27.1	117.9	268.7	666.1	628.2	430.2	323.0	489.3	2,950.4
Annual leave	26.2	120.2	275.3	673.0	634.5	433.6	324.7	494.8	2,982.2
Long-service leave	17.0	71.9	189.4	531.6	538.6	386.6	291.7	443.0	2,469.5
FEMALES									
Total employees	371.4	383.3	490.8	530.0	295.2	169.2	108.4	70.1	2,418.4
No benefits	241.3	108.2	70.8	35.4	12.0	6.6	*	3.5	479.8
Holiday expenses	*	3.5	7.5	15.3	10.3	8.2	4.4	*	53.3
Low-interest finance	*	3.9	10.4	14.1	12.3	4.5	*	3.6	51.4
Goods and services	49.5	79.3	93.4	99.6	43.7	13.6	8.3	7.8	395.2
Housing	5.7	5.4	6.0	4.2	6.4	*	*	*	34.1
Electricity	4.8	3.7	4.4	4.6	*	*	*	*	23.5
Telephone	9.9	10.7	13.4	12.0	11.3	6.4	6.4	6.7	76.9
Transport	12.9	17.3	19.4	28.0	21.2	17.2	10.3	9.8	136.2
Medical	*	4.8	7.7	14.7	9.3	5.0	4.2	4.4	51.1
Union dues	*	*	*	*	*	*	*	3.8	17.4
Club fees	*	*	*	*	*	*	*	*	10.7
Entertainment allowance	*	*	*	*	*	*	*	*	11.7
Shares	*	*	*	6.3	5.6	*	*	*	25.4
Study leave	3.5	4.4	7.0	7.6	5.9	6.4	4.7	4.0	43.5
Superannuation	6.2	37.5	101.7	170.2	129.6	82.5	61.9	38.8	628.2
Child care/ education expenses	*	*	*	*	*	*	*	*	4.2
Sick leave	54.0	201.8	370.9	466.7	274.0	158.5	103.8	65.0	1,694.6
Annual leave	53.3	202.3	372.1	468.5	273.3	157.9	103.7	64.9	1,696.1
Long-service leave	43.1	140.8	274.5	371.2	237.5	142.7	96.1	57.1	1,363.0
PERSONS									
Total employees	533.4	551.7	816.5	1,262.2	973.1	631.1	449.0	600.6	5,817.6
No benefits	349.0	138.3	99.3	69.5	34.2	21.7	9.8	14.9	736.8
Holiday expenses	*	6.9	21.1	37.9	39.3	36.6	27.7	39.2	210.6
Low-interest finance	*	5.1	16.6	30.2	34.4	28.0	18.9	41.2	175.2
Goods and services	64.6	103.9	146.5	214.4	146.1	79.6	45.7	78.1	879.0
Housing	10.7	11.7	22.5	24.0	31.4	25.4	20.6	45.3	191.4
Electricity	9.7	8.2	17.1	17.3	13.1	12.2	9.6	20.7	107.9
Telephone	16.1	18.3	35.3	56.9	72.6	70.5	58.7	132.9	461.2
Transport	22.3	34.7	60.8	125.2	159.7	134.8	103.4	217.2	858.0
Medical	*	8.7	15.4	29.0	27.0	27.0	21.0	49.4	180.1
Union dues	*	3.8	7.1	14.2	18.2	14.8	15.9	43.6	119.6
Club fees	*	*	3.5	6.5	8.1	7.4	9.8	33.1	72.9
Entertainment allowance	*	*	*	7.0	12.2	14.4	13.9	42.5	97.6
Shares	3.7	5.0	8.4	18.8	23.4	15.7	12.4	37.5	125.0
Study leave	6.9	8.6	11.7	19.0	20.1	18.9	16.3	20.3	122.0
Superannuation	11.6	60.1	194.8	474.5	482.5	372.0	301.6	426.6	2,323.7
Child care/ education expenses	*	*	*	*	*	*	*	*	13.0
Sick leave	81.0	319.8	639.5	1,132.8	902.1	588.6	426.8	554.3	4,645.0
Annual leave	79.5	322.5	647.5	1,141.4	907.8	591.5	428.4	559.6	4,678.3
Long-service leave	60.1	212.7	463.8	902.8	776.0	529.3	387.8	500.1	3,832.6

(a) Refers to weekly earnings from last pay. See paragraph 29 of the Explanatory Notes.

TABLE 7. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND HOURS WORKED IN MAIN JOB, AUGUST 1987
(‘000)

Type of benefit received	(000) Hours worked in main job						Total
	Less than 20	20-29	30-34	35-39	40	41 and over	
MALES							
Total employees	352.7	157.2	289.6	690.6	845.2	1,064.0	3,399.2
No benefits	123.8	27.4	15.6	16.6	33.1	40.5	256.9
Holiday expenses	16.3	9.2	17.8	24.7	41.4	47.8	157.3
Low-interest finance	5.9	4.9	14.7	22.8	34.2	41.3	123.9
Goods and services	43.0	23.2	37.5	78.3	115.8	186.0	483.8
Housing	9.8	4.4	11.7	19.0	41.1	71.3	157.3
Electricity	4.3	*	7.0	8.6	20.6	41.0	84.3
Telephone	19.6	13.9	29.8	55.5	79.1	186.4	384.3
Transport	38.5	26.2	48.7	97.7	174.4	336.5	721.9
Medical	8.3	6.6	12.9	24.7	31.7	44.8	129.0
Union dues	6.0	*	3.9	12.7	19.8	56.8	102.2
Club fees	3.8	*	*	7.4	13.2	32.6	62.2
Entertainment allowance	3.7	*	*	9.0	18.7	48.7	85.9
Shares	6.4	3.7	5.4	13.2	21.0	49.9	99.6
Study leave	7.4	3.5	9.3	17.4	15.3	25.0	78.5
Superannuation	122.6	76.3	161.7	399.3	382.5	553.1	1,695.4
Child care/ education expenses	*	*	*	*	*	5.3	8.8
Sick leave	195.6	115.2	260.6	655.2	779.3	944.6	2,950.4
Annual leave	197.0	114.3	264.3	660.2	785.4	961.0	2,982.2
Long-service leave	175.4	99.5	231.7	583.3	620.4	759.3	2,469.5
FEMALES							
Total employees	647.6	342.9	240.6	490.2	426.3	270.7	2,418.4
No benefits	311.5	88.3	30.1	21.5	16.1	12.3	479.8
Holiday expenses	5.2	6.1	7.4	12.6	11.5	10.6	53.3
Low-interest finance	6.4	4.8	7.9	13.1	12.0	7.1	51.4
Goods and services	89.7	54.5	37.7	80.7	75.4	57.2	395.2
Housing	7.0	3.7	*	4.3	5.9	10.2	34.1
Electricity	5.6	3.6	*	*	3.5	6.2	23.5
Telephone	19.4	13.2	7.5	10.3	9.0	17.5	76.9
Transport	30.9	18.2	12.0	22.9	23.8	28.5	136.2
Medical	7.1	*	6.9	13.7	11.5	9.1	51.1
Union dues	*	*	*	*	3.5	4.5	17.4
Club fees	*	*	*	*	*	3.7	10.7
Entertainment allowance	*	*	*	*	*	5.6	11.7
Shares	5.9	*	*	5.0	4.8	4.2	25.4
Study leave	7.2	5.3	4.1	10.7	8.3	7.9	43.5
Superannuation	73.3	63.0	72.6	197.0	126.6	95.7	628.2
Child care/ education expenses	*	*	*	*	*	*	4.2
Sick leave	211.4	195.0	194.0	451.6	397.2	245.5	1,694.6
Annual leave	209.3	197.7	193.3	452.5	398.1	245.2	1,696.1
Long-service leave	185.0	154.9	161.0	377.3	296.1	188.8	1,363.0
PERSONS							
Total employees	1,000.3	500.1	530.2	1,180.8	1,271.5	1,334.6	5,817.6
No benefits	435.3	115.7	45.7	38.1	49.2	52.8	736.8
Holiday expenses	21.4	15.3	25.1	37.4	52.9	58.4	210.6
Low-interest finance	12.4	9.7	22.6	35.9	46.2	48.4	175.2
Goods and services	132.7	77.7	75.2	158.9	191.2	243.2	879.0
Housing	16.8	8.2	14.8	23.3	46.9	81.5	191.4
Electricity	9.9	6.4	8.5	11.6	24.1	47.2	107.9
Telephone	39.0	27.1	37.3	65.7	88.2	203.9	461.2
Transport	69.3	44.3	60.7	120.6	198.1	365.0	858.0
Medical	15.4	9.5	19.8	38.4	43.1	53.9	180.1
Union dues	8.5	4.5	6.3	15.8	23.3	61.2	119.6
Club fees	4.8	*	*	10.5	15.0	36.3	72.9
Entertainment allowance	5.2	*	4.5	9.9	20.9	54.3	97.6
Shares	12.3	6.5	8.1	18.2	25.8	54.1	125.0
Study leave	14.6	8.8	13.4	28.2	24.1	32.9	122.0
Superannuation	195.9	139.2	234.3	596.4	509.1	648.8	2,323.7
Child care/ education expenses	*	*	*	*	*	6.0	13.0
Sick leave	407.0	310.2	454.5	1,106.8	1,176.4	1,190.1	4,645.0
Annual leave	406.3	312.1	457.7	1,112.7	1,183.4	1,206.2	4,678.3
Long-service leave	360.3	254.4	392.7	960.5	916.6	948.1	3,832.6

TABLE 8. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND AGE, AUGUST 1987
('000)

Type of benefit received	Age group							Total
	15-19	20-24	25-34	35-44	45-54	55-59	60 and over	
MALES								
Total employees	312.1	467.2	971.8	836.0	528.5	197.4	86.2	3,399.2
No benefits	91.4	44.2	49.4	34.0	19.7	7.6	10.5	256.9
Holiday expenses	*	17.7	54.9	42.4	26.4	8.7	3.7	157.3
Low-interest finance	*	11.0	37.7	43.1	23.9	5.3	*	123.9
Goods and services	42.5	86.8	166.3	105.3	55.5	22.7	4.8	483.8
Housing	4.6	15.3	50.3	49.6	26.2	9.1	*	157.3
Electricity	3.7	8.0	27.1	24.5	13.9	5.7	*	84.3
Telephone	3.7	13.3	101.2	137.0	89.2	29.2	10.8	384.3
Transport	19.1	60.1	224.9	230.9	132.0	38.0	16.8	721.9
Medical	4.9	12.6	43.2	40.3	20.5	5.4	*	129.0
Union dues	*	10.8	34.4	30.2	17.6	5.4	*	102.2
Club fees	*	4.7	17.4	21.6	12.5	3.9	*	62.2
Entertainment allowance	*	*	25.6	32.5	19.3	3.8	*	85.9
Shares	*	4.1	26.6	34.9	21.6	9.6	*	99.6
Study leave	5.7	14.7	35.7	18.6	*	*	*	78.5
Superannuation	34.2	141.3	483.2	520.3	348.3	126.5	41.6	1,695.4
Child care/ education expenses	*	*	*	4.4	*	*	*	8.8
Sick leave	196.9	393.8	876.5	752.9	482.5	177.9	69.9	2,950.4
Annual leave	199.0	397.1	884.4	760.3	488.9	182.0	70.4	2,982.2
Long-service leave	127.9	298.0	732.9	657.4	432.2	159.2	62.0	2,469.5
FEMALES								
Total employees	285.2	420.8	671.4	596.7	333.0	83.3	28.0	2,418.4
No benefits	104.0	51.2	117.9	125.9	60.3	14.8	5.7	479.8
Holiday expenses	*	14.1	19.1	11.8	3.8	*	*	53.3
Low-interest finance	*	13.7	23.6	8.0	*	*	*	51.4
Goods and services	60.9	91.1	103.1	85.1	43.1	9.2	*	395.2
Housing	*	7.4	9.1	9.5	5.6	*	*	34.1
Electricity	*	3.7	6.8	6.6	4.2	*	*	23.5
Telephone	*	4.5	22.9	26.5	16.4	3.8	*	76.9
Transport	4.0	22.6	40.6	41.4	20.1	5.5	*	136.2
Medical	*	12.4	18.6	11.0	4.5	*	*	51.1
Union dues	*	4.0	6.5	*	*	*	*	17.4
Club fees	*	*	3.8	*	*	*	*	10.7
Entertainment allowance	*	*	4.9	4.1	*	*	*	11.7
Shares	*	3.6	7.8	7.5	4.5	*	*	25.4
Study leave	5.2	10.8	11.5	11.8	*	*	*	43.5
Superannuation	23.2	109.6	200.0	153.2	109.3	26.5	6.5	628.2
Child care/ education expenses	*	*	*	*	*	*	*	4.2
Sick leave	157.4	337.7	493.8	400.4	229.2	58.9	17.3	1,694.6
Annual leave	153.8	334.6	490.6	406.4	235.0	58.4	17.5	1,696.1
Long-service leave	101.2	255.6	408.3	328.4	201.4	52.7	15.4	1,363.0
PERSONS								
Total employees	597.3	888.0	1,643.1	1,432.8	861.4	280.7	114.2	5,817.6
No benefits	195.4	95.4	167.3	159.9	80.0	22.4	16.3	736.8
Holiday expenses	5.9	31.8	74.0	54.2	30.2	10.6	3.8	210.6
Low-interest finance	4.6	24.7	61.3	51.2	26.1	6.1	*	175.2
Goods and services	103.4	177.9	269.4	190.5	98.6	31.9	7.3	879.0
Housing	6.2	22.7	59.4	59.1	31.8	9.7	*	191.4
Electricity	4.6	11.7	33.9	31.0	18.1	6.6	*	107.9
Telephone	4.7	17.7	124.1	163.5	105.6	33.0	12.6	461.2
Transport	23.1	82.7	265.5	272.3	152.1	43.6	18.8	858.0
Medical	7.9	25.0	61.8	51.4	24.9	6.7	*	180.1
Union dues	*	14.9	40.9	33.0	19.8	6.3	*	119.6
Club fees	*	7.5	21.2	23.6	13.2	4.1	*	72.9
Entertainment allowance	*	3.7	30.5	36.6	20.6	4.2	*	97.6
Shares	*	7.7	34.4	42.4	26.2	10.4	*	125.0
Study leave	10.9	25.6	47.1	30.4	6.5	*	*	122.0
Superannuation	57.4	250.9	683.2	673.5	457.6	153.1	48.1	2,323.7
Child care/ education expenses	*	*	*	6.8	*	*	*	13.0
Sick leave	354.3	731.4	1,370.3	1,153.3	711.7	236.7	87.2	4,645.0
Annual leave	352.8	731.7	1,375.0	1,166.7	723.8	240.4	87.9	4,678.3
Long-service leave	229.0	553.6	1,141.2	985.8	633.6	211.9	77.5	3,832.6

TABLE 9. ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND FAMILY STATUS, AUGUST 1987
('000)

Type of benefit received	Member of a family						Total	Not a member of a family	Family status not determined	Total
	Husband or wife		Not-married family head	Full-time student aged 15-24(a)	Other child of family head	Other relative of family head				
	With dependents present	Without dependents present								
MALES										
Total employees	1,362.4	718.6	49.7	89.8	538.7	37.9	2,797.0	468.7	133.5	3,399.2
No benefits	51.0	33.8	*	73.1	42.8	*	206.4	34.1	16.5	256.9
Holiday expenses	72.9	35.8	*	*	12.0	*	124.7	24.1	8.5	157.3
Low-interest finance	71.0	24.9	*	*	7.3	*	105.2	15.7	*	123.9
Goods or services	191.5	98.5	9.1	8.3	69.9	7.8	385.3	78.0	20.5	483.8
Housing	85.5	34.7	*	*	6.6	*	129.0	23.1	5.3	157.3
Electricity	40.0	19.9	*	*	4.2	*	64.8	15.8	3.7	84.3
Telephone	220.6	97.8	4.7	*	9.5	*	333.8	39.8	10.6	384.3
Transport	374.5	173.5	10.1	*	51.8	4.8	615.0	81.2	25.7	721.9
Medical	64.1	27.9	*	*	9.9	*	104.8	17.2	7.1	129.0
Union dues	52.8	21.7	*	*	4.3	*	81.2	17.7	*	102.2
Club fees	34.4	12.8	*	*	*	*	51.0	9.0	*	62.2
Entertainment allowance	50.1	18.1	*	*	*	*	71.1	10.7	4.1	85.9
Shares	56.4	25.0	*	*	3.5	*	86.8	9.0	3.8	99.6
Study leave	29.6	16.1	*	*	13.5	*	63.0	12.9	*	78.5
Superannuation	833.2	415.7	25.2	*	151.7	11.9	1,438.1	203.3	54.0	1,695.4
Child care/ education expenses	7.4	*	*	*	*	*	8.1	*	*	8.8
Sick leave	1,236.4	646.6	44.5	5.4	469.4	32.6	2,435.0	408.2	107.3	2,950.4
Annual leave	1,250.4	654.6	44.4	4.0	475.5	32.7	2,461.6	411.1	109.5	2,982.2
Long-service leave	1,071.4	563.8	37.8	6.2	345.0	23.3	2,047.6	336.2	85.8	2,469.5
FEMALES										
Total employees	791.1	545.7	145.9	102.7	348.6	26.4	1,960.4	346.6	111.4	2,418.4
No benefits	203.7	73.6	27.4	83.5	32.7	*	422.7	36.3	20.8	479.8
Holiday expenses	10.2	13.6	*	*	8.1	*	34.4	14.7	4.2	53.3
Low-interest finance	10.0	15.5	*	*	7.4	*	37.0	12.4	*	51.4
Goods or services	110.5	88.6	23.2	11.2	71.4	5.0	309.9	62.8	22.5	395.2
Housing	12.1	8.2	*	*	*	*	23.4	8.7	*	34.1
Electricity	8.7	7.6	*	*	*	*	17.3	4.7	*	23.5
Telephone	32.8	24.0	3.9	*	*	*	63.5	10.3	*	76.9
Transport	48.1	33.1	9.0	*	11.8	*	103.7	24.6	7.9	136.2
Medical	10.6	15.0	3.7	*	4.1	*	34.7	14.0	*	51.1
Union dues	4.1	4.6	*	*	*	*	11.5	3.6	*	17.4
Club fees	*	*	*	*	*	*	6.8	*	*	10.7
Entertainment allowance	*	*	*	*	*	*	5.9	4.5	*	11.7
Shares	8.9	7.9	*	*	*	*	21.3	3.5	*	25.4
Study leave	7.7	9.2	4.2	*	7.0	*	30.5	11.2	*	43.5
Superannuation	169.8	181.2	38.6	*	83.4	6.6	479.7	121.2	27.3	628.2
Child care/ education expenses	*	*	*	*	*	*	3.7	*	*	4.2
Sick leave	473.0	421.3	106.3	5.1	298.5	22.6	1,326.7	288.3	79.5	1,694.6
Annual leave	476.6	422.7	106.5	*	296.7	22.8	1,327.6	288.9	79.5	1,696.1
Long-service leave	385.5	361.5	83.9	5.1	215.7	16.2	1,067.9	234.6	60.5	1,363.0
PERSONS										
Total employees	2,153.4	1,264.3	195.5	192.5	887.3	64.3	4,757.4	815.3	244.9	5,817.6
No benefits	254.7	107.3	29.7	156.6	75.6	5.3	629.1	70.4	37.3	736.8
Holiday expenses	83.1	49.3	4.7	*	20.1	*	159.1	38.8	12.7	210.6
Low-interest finance	81.0	40.5	4.7	*	14.7	*	142.2	28.0	5.1	175.2
Goods or services	302.0	187.1	32.3	19.5	141.4	12.9	695.2	140.8	43.0	879.0
Housing	97.6	43.0	*	*	8.2	*	152.4	31.8	7.3	191.4
Electricity	48.7	27.4	*	*	4.4	*	82.1	20.5	5.3	107.9
Telephone	253.3	121.8	8.6	*	11.6	*	397.3	50.1	13.8	461.2
Transport	422.7	206.6	19.1	*	63.6	6.1	718.7	105.8	33.6	858.0
Medical	74.7	43.0	4.9	*	14.0	*	139.5	31.2	9.4	180.1
Union dues	56.9	26.2	*	*	5.2	*	92.7	21.3	5.6	119.6
Club fees	36.1	15.1	*	*	*	*	57.7	12.2	*	72.9
Entertainment allowance	52.0	20.2	*	*	*	*	77.1	15.2	5.3	97.6
Shares	65.4	32.9	3.8	*	5.0	*	108.0	12.5	4.5	125.0
Study leave	37.3	25.3	4.7	4.3	20.5	*	93.5	24.0	4.4	122.0
Superannuation	1,002.9	596.9	63.8	*	235.1	18.5	1,917.8	324.5	81.4	2,323.7
Child care/ education expenses	10.5	*	*	*	*	*	11.8	*	*	13.0
Sick leave	1,709.5	1,067.9	150.7	10.5	768.0	55.2	3,761.7	696.5	186.8	4,645.0
Annual leave	1,727.0	1,077.2	150.9	6.3	772.3	55.6	3,789.2	700.0	189.0	4,678.3
Long-service leave	1,456.9	925.3	121.8	11.3	560.7	39.6	3,115.5	570.8	146.3	3,832.6

(a) Excludes persons aged 20-24 attending school.

TABLE 10. ALL EMPLOYEES: SELECTED BENEFITS RECEIVED, CHARACTERISTICS OF BENEFITS AND OCCUPATION,
AUGUST 1987
(^{'000})

Type of benefit	Occupation								Total
	Managers and admin- istrators	Professionals	Para-pro- fessionals	Trades- persons	Clerks	Salespersons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	
Total employees	371.6	752.1	415.5	875.0	1,101.3	849.7	477.8	974.7	5,817.6
<i>Holiday expenses</i>									
From current employer	19.9	18.1	9.1	28.7	33.3	24.4	25.8	26.5	185.9
From other source(s)	4.0	*	*	*	5.3	7.4	*	*	24.7
Total	23.9	20.7	10.9	30.1	38.6	31.8	26.4	28.2	210.6
<i>Goods and services</i>									
From current employer	72.1	50.2	25.2	124.5	134.3	224.9	76.4	118.6	826.2
From other source(s)	5.6	8.7	5.7	9.0	7.7	7.0	4.4	4.6	52.8
Total	77.8	58.8	31.0	133.6	141.9	231.9	80.8	123.1	879.0
<i>Housing(a)</i>									
Employee entitlement	22.7	19.5	12.5	13.5	7.3	5.3	12.0	26.5	119.4
Employer subsidy	4.4	3.5	*	*	*	*	*	*	24.0
Housing allowance	6.2	*	*	*	*	*	*	*	19.8
Rates	6.0	*	*	3.6	5.6	*	*	4.1	28.3
Total	39.4	28.0	18.7	23.5	18.8	11.6	16.7	34.8	191.4
<i>Telephone(a)</i>									
Rent paid or subsidised by employer	118.1	61.2	31.4	55.0	45.9	43.1	18.9	30.6	404.1
Calls paid or subsidised by employer	6.7	9.3	5.0	10.9	11.8	9.1	*	*	57.0
Total	124.8	70.5	36.3	65.9	57.7	52.2	19.8	34.0	461.2
<i>Transport</i>									
Vehicle only provided by employer	114.9	51.8	18.4	44.1	26.9	63.8	10.0	14.0	343.9
Restricted to travel to and from work	18.0	10.5	6.6	16.7	6.9	12.3	5.0	7.1	83.1
Not restricted	96.9	41.4	11.8	27.3	19.9	51.5	5.0	6.9	260.7
Expenses only paid for by employer	28.1	51.7	37.9	93.7	47.9	39.5	42.1	75.2	416.1
Restricted to travel to and from work	19.1	39.5	33.9	84.2	34.8	27.7	36.3	65.5	340.9
Not restricted	9.0	12.2	4.0	9.5	13.1	11.8	5.9	9.7	75.1
Vehicle and expenses provided	37.2	15.0	3.9	9.8	7.2	18.7	*	4.6	98.1
Total	180.2	118.5	60.1	147.5	82.0	122.0	53.9	93.8	858.0
<i>Study leave</i>									
Paid time off allowed by the employer	12.0	28.2	13.5	11.9	25.2	5.5	*	4.2	101.5
All time off required to be made up by the employee	*	*	*	*	3.5	*	*	*	12.2
All time off not required to be made up by the employee	10.1	25.0	12.0	11.3	21.7	5.0	*	*	89.3
Unpaid time off allowed by the employer	*	*	*	*	*	7.1	*	*	20.5
Total	12.7	30.9	15.0	14.7	28.2	12.7	*	6.3	122.0
<i>Superannuation</i>									
Age group—									
15-19	*	*	*	18.7	25.0	10.5	*	10.2	70.0
20-24	4.7	35.9	22.9	70.9	98.3	31.4	15.9	35.3	315.4
25-34	58.5	178.9	80.4	148.6	181.3	64.6	73.6	94.6	880.6
35-44	107.5	167.6	74.0	111.9	135.4	57.7	93.8	90.1	838.1
45-54	71.7	83.7	49.7	72.2	86.5	34.9	63.4	80.3	542.5
55-59	21.5	26.8	11.6	25.7	26.9	9.5	21.4	32.1	175.5
60 and over	8.4	6.9	4.7	8.1	8.8	*	6.2	10.9	57.0
Total	272.4	501.2	244.2	456.1	562.3	211.8	277.7	353.5	2,879.1

(a) Benefits in these groups are in a hierarchical order such that employees included under one benefit were not asked whether or not they also received the other benefit(s).

TABLE 11. EMPLOYEES WHO RECEIVED TWO OR MORE BENEFITS: PAIRS OF BENEFITS(a) RECEIVED, AUGUST 1987
('000)

Type of benefit	Holiday expenses	Low-interest finance	Goods and services	Housing	Electricity	Telephone	Transport	Medical	Union dues	Club fees	Entertainment allowance	Shares	Study leave	Superannuation	Child care/ education expenses	Sick leave	Annual leave	Long-service leave
EMPLOYEES WHO WORKED 35 HOURS OR MORE IN MAIN JOB																		
Holiday expenses	..	20.5	33.6	18.8	10.3	21.0	53.9	14.5	6.1	8.6	12.5	6.1	4.5	98.0	*	145.4	146.1	132.2
Low-interest finance	20.5	..	25.4	19.9	*	25.8	36.0	36.4	8.4	13.3	16.1	17.0	8.2	111.1	*	128.7	128.9	125.2
Goods and services	33.6	25.4	..	30.7	18.2	75.7	129.6	32.3	20.0	16.0	23.6	21.8	14.0	245.9	3.8	558.0	559.7	439.1
Housing	18.8	19.9	30.7	..	59.1	62.9	57.3	24.1	9.7	9.3	9.9	12.0	4.2	91.3	4.6	135.4	135.9	111.3
Electricity	10.3	*	18.2	59.1	..	50.5	36.0	8.6	9.0	4.5	*	5.0	*	41.1	*	66.7	65.7	46.0
Telephone	21.0	25.8	75.7	62.9	50.5	..	204.9	34.5	41.1	32.9	42.6	33.9	11.6	247.0	4.9	315.9	319.2	266.6
Transport	53.9	36.0	129.6	57.3	36.0	204.9	..	50.0	55.0	38.6	59.5	44.2	19.0	403.2	6.0	625.8	632.7	514.7
Medical	14.5	36.4	32.3	24.1	8.6	34.5	50.0	..	15.0	14.0	12.4	18.1	5.6	103.8	4.7	131.5	130.6	118.7
Union dues	6.1	8.4	20.0	9.7	9.0	41.1	55.0	15.0	..	23.3	11.7	10.3	4.2	62.3	*	85.2	87.4	70.7
Club fees	8.6	13.3	16.0	9.3	4.5	32.9	38.6	14.0	23.3	..	15.6	8.2	*	43.8	*	56.1	56.1	46.0
Entertainment allowance	12.5	16.1	23.6	9.9	*	42.6	59.5	12.4	11.7	15.6	..	12.5	*	60.2	*	81.2	81.6	70.1
Shares	6.1	17.0	21.8	12.0	5.0	33.9	44.2	18.1	10.3	8.2	12.5	..	*	74.2	*	87.4	87.0	74.7
Study leave	4.5	8.2	14.0	4.2	*	11.6	19.0	5.6	4.2	*	*	*	..	47.8	*	81.5	82.8	73.4
Superannuation	98.0	111.1	245.9	91.3	41.1	247.0	403.2	103.8	62.3	43.8	60.2	74.2	47.8	..	6.2	1,708.3	1,717.7	1,629.0
Child care/ education expenses	*	*	3.8	4.6	*	4.9	6.0	4.7	*	*	*	*	*	6.2	..	8.5	8.1	6.0
Sick leave	145.4	128.7	558.0	135.4	66.7	315.9	625.8	131.5	85.2	56.1	81.2	87.4	81.5	1,708.3	8.5	..	3,434.1	2,785.5
Annual leave	146.1	128.9	559.7	135.9	65.7	319.2	632.7	130.6	87.4	56.1	81.6	87.0	82.8	1,717.7	8.1	3,434.1	..	2,798.2
Long-service leave	132.2	125.2	439.1	111.3	46.0	266.6	514.7	118.7	70.7	46.0	70.1	74.7	73.4	1,629.0	6.0	2,785.5	2,798.2	..
TOTAL																		
Holiday expenses	..	26.8	46.4	26.3	15.3	26.0	74.0	19.6	6.7	10.8	14.2	7.1	6.4	139.3	*	204.4	205.5	187.2
Low-interest finance	26.8	..	32.8	23.0	3.9	31.9	43.4	49.8	9.6	16.1	19.0	23.5	9.1	146.7	*	172.6	172.7	167.9
Goods and services	46.4	32.8	..	38.2	23.0	93.0	155.9	47.0	24.8	19.0	27.8	28.0	20.1	321.1	4.7	728.7	727.8	578.4
Housing	26.3	23.0	38.2	..	74.6	80.8	71.2	30.5	11.9	11.8	12.2	15.9	4.9	112.9	5.9	167.2	166.5	135.0
Electricity	15.3	3.9	23.0	74.6	..	66.5	47.7	12.0	10.6	5.9	4.0	7.0	*	54.2	4.1	84.6	82.4	56.5
Telephone	26.0	31.9	93.0	80.8	66.5	..	244.4	42.8	46.6	36.8	47.2	40.9	13.8	313.8	6.6	396.0	399.6	328.7
Transport	74.0	43.4	155.9	71.2	47.7	244.4	..	61.0	63.5	44.1	67.8	52.8	21.7	498.4	8.0	762.3	770.8	628.7
Medical	19.6	49.8	47.0	30.5	12.0	42.8	61.0	..	18.3	17.8	16.5	23.5	6.4	134.9	6.1	173.2	171.3	155.6
Union dues	6.7	9.6	24.8	11.9	10.6	46.6	63.5	18.3	..	27.6	13.7	12.9	5.1	75.2	*	100.9	102.6	83.2
Club fees	10.8	16.1	19.0	11.8	5.9	36.8	44.1	17.8	27.6	..	17.8	10.7	*	50.3	*	65.9	65.9	53.4
Entertainment allowance	14.2	19.0	27.8	12.2	4.0	47.2	67.8	16.5	13.7	17.8	..	14.8	3.5	68.5	*	92.6	92.6	79.2
Shares	7.1	23.5	28.0	15.9	7.0	40.9	52.8	23.5	12.9	10.7	14.8	..	*	91.4	*	109.4	108.2	91.4
Study leave	6.4	9.1	20.1	4.9	*	13.8	21.7	6.4	5.1	*	3.5	*	..	62.5	*	108.6	109.5	96.4
Superannuation	139.3	146.7	321.1	112.9	54.2	313.8	498.4	134.9	75.2	50.3	68.5	91.4	62.5	..	8.1	2,248.0	2,259.4	2,150.8
Child care/ education expenses	*	*	4.7	5.9	4.1	6.6	8.0	6.1	*	*	*	*	*	8.1	..	9.9	9.2	6.5
Sick leave	204.4	172.6	728.7	167.2	84.6	396.0	762.3	173.2	100.9	65.9	92.6	109.4	108.6	2,248.0	9.9	..	4,569.9	3,720.2
Annual leave	205.5	172.7	727.8	166.5	82.4	399.6	770.8	171.3	102.6	65.9	92.6	108.2	109.5	2,259.4	9.2	4,569.9	..	3,736.3
Long-service leave	187.2	167.9	578.4	135.0	56.5	328.7	628.7	155.6	83.2	53.4	79.2	91.4	96.4	2,150.8	6.5	3,720.2	3,736.3	..

(a) This table shows the number of persons who received particular pairs of benefits. It may be interpreted by choosing the row relating to a benefit of interest, e.g. housing, then reading across the row to identify the number of persons who received other particular benefits as well, e.g. telephone. Because some persons received more than one pair of benefits, row and column totals are not shown in this table.

TABLE 12. EMPLOYEES WHO RECEIVED TWO OR MORE BENEFITS: PAIRS OF BENEFITS(a) RECEIVED AND SECTOR,
AUGUST 1987
('000)

Type of benefit	Holiday expenses	Low-interest finance	Goods and services	Housing	Electricity	Telephone	Transport	Medical	Union dues	Club fees	Entertainment allowance	Shares	Study leave	Superannuation	Child care/education expenses	Sick leave	Annual leave	Long-service leave
PUBLIC																		
Holiday expenses	..	11.8	15.7	10.9	4.9	8.4	34.3	5.1	*	*	*	*	*	82.9	*	111.7	111.5	110.6
Low-interest finance	11.8	..	8.6	5.1	*	7.3	9.7	15.5	*	3.9	3.7	*	*	55.8	*	63.3	63.4	62.7
Goods and services	15.7	8.6	..	7.3	*	22.3	20.8	9.0	*	*	*	*	4.8	68.8	*	99.5	99.5	96.8
Housing	10.9	5.1	7.3	..	12.3	14.4	12.2	3.5	*	*	*	*	*	41.2	*	57.3	57.7	55.3
Electricity	4.9	*	*	12.3	..	5.5	*	*	*	*	*	*	*	11.3	*	16.9	17.2	16.2
Telephone	8.4	7.3	22.3	14.4	5.5	..	34.9	*	*	4.2	5.9	*	5.2	109.6	*	120.2	120.5	120.0
Transport	34.3	9.7	20.8	12.2	*	34.9	..	5.7	*	4.0	4.0	*	6.7	142.7	*	189.8	189.8	185.4
Medical	5.1	15.5	9.0	3.5	*	*	5.7	..	*	*	*	*	*	25.1	*	36.2	36.3	33.5
Union dues	*	*	*	*	*	*	*	*	..	*	*	*	*	8.4	*	11.4	11.5	10.6
Club fees	*	3.9	*	*	*	4.2	4.0	*	*	..	*	*	*	7.5	*	9.8	9.8	9.3
Entertainment allowance	*	3.7	*	*	*	5.9	4.0	*	*	*	..	*	*	11.8	*	12.6	12.6	12.1
Shares	*	*	*	*	*	*	*	*	*	*	*	..	*	*	*	*	*	*
Study leave	*	*	4.8	*	*	5.2	6.7	*	*	*	*	*	..	38.0	*	55.2	55.7	53.2
Superannuation	82.9	55.8	68.8	41.2	11.3	109.6	142.7	25.1	8.4	7.5	11.8	*	38.0	..	*	1,057.0	1,058.6	1,048.0
Child care/education expenses	*	*	*	*	*	*	*	*	*	*	*	*	*	*	..	*	*	*
Sick leave	111.7	63.3	99.5	57.3	16.9	120.2	189.8	36.2	11.4	9.8	12.6	*	55.2	1,057.0	*	..	1,564.4	1,498.7
Annual leave	111.5	63.4	99.5	57.7	17.2	120.5	189.8	36.3	11.5	9.8	12.6	*	55.7	1,058.6	*	1,564.4	..	1,500.6
Long-service leave	110.6	62.7	96.8	55.3	16.2	120.0	185.4	33.5	10.6	9.3	12.1	*	53.2	1,048.0	*	1,498.7	1,500.6	..
PRIVATE(b)																		
Holiday expenses	..	15.0	30.7	15.4	10.4	17.6	39.7	14.5	5.9	7.7	12.9	7.0	*	56.4	*	92.7	94.0	76.6
Low-interest finance	15.0	..	24.2	17.9	*	24.6	33.7	34.3	8.1	12.2	15.4	22.9	5.9	90.9	*	109.3	109.3	105.1
Goods and services	30.7	24.2	..	30.9	20.7	70.7	135.1	38.0	22.5	17.0	25.7	27.8	15.3	252.3	4.7	629.1	628.3	481.5
Housing	15.4	17.9	30.9	..	62.2	66.5	59.0	27.0	11.2	9.8	10.2	15.8	3.5	71.7	5.1	109.9	108.8	79.7
Electricity	10.4	*	20.7	62.2	..	61.0	44.4	11.0	10.3	5.5	3.9	7.0	*	42.8	3.6	67.7	65.3	40.3
Telephone	17.6	24.6	70.7	66.5	61.0	..	209.5	39.7	43.8	32.6	41.3	40.7	8.6	204.2	6.1	275.7	279.1	208.7
Transport	39.7	33.7	135.1	59.0	44.4	209.5	..	55.3	60.1	40.1	63.8	52.2	14.9	355.6	7.6	572.5	581.1	443.2
Medical	14.5	34.3	38.0	27.0	11.0	39.7	55.3	..	16.4	14.5	14.3	23.3	4.6	109.8	5.9	136.9	135.0	122.1
Union dues	5.9	8.1	22.5	11.2	10.3	43.8	60.1	16.4	..	25.1	12.5	12.6	4.5	66.8	*	89.6	91.2	72.6
Club fees	7.7	12.2	17.0	9.8	5.5	32.6	40.1	14.5	25.1	..	15.0	10.3	*	42.9	*	56.1	56.1	44.0
Entertainment allowance	12.9	15.4	25.7	10.2	3.9	41.3	63.8	14.3	12.5	15.0	..	14.6	*	56.7	*	80.0	80.0	67.1
Shares	7.0	22.9	27.8	15.8	7.0	40.7	52.2	23.3	12.6	10.3	14.6	..	*	90.4	*	107.9	106.7	90.1
Study leave	*	5.9	15.3	3.5	*	8.6	14.9	4.6	4.5	*	*	*	..	24.5	*	53.4	53.8	43.2
Superannuation	56.4	90.9	252.3	71.7	42.8	204.2	355.6	109.8	66.8	42.9	56.7	90.4	24.5	..	7.4	1,191.0	1,200.8	1,102.8
Child care/education expenses	*	*	4.7	5.1	3.6	6.1	7.6	5.9	*	*	*	*	*	7.4	..	9.0	8.3	5.7
Sick leave	92.7	109.3	629.1	109.9	67.7	275.7	572.5	136.9	89.6	56.1	80.0	107.9	53.4	1,191.0	9.0	..	3,005.5	2,221.5
Annual leave	94.0	109.3	628.3	108.8	65.3	279.1	581.1	135.0	91.2	56.1	80.0	106.7	53.8	1,200.8	8.3	3,005.5	..	2,235.7
Long-service leave	76.6	105.1	481.5	79.7	40.3	208.7	443.2	122.1	72.6	44.0	67.1	90.1	43.2	1,102.8	5.7	2,221.5	2,235.7	..

(a) See footnote (a) to Table 11. (b) Includes 22,000 persons for whom sector could not be determined.

TABLE 13. EMPLOYEES WHO RECEIVED TWO OR MORE BENEFITS: PAIRS OF BENEFITS(a) RECEIVED AND WHETHER MANUAL OR NON-MANUAL OCCUPATION, AUGUST 1987
('000)

Type of benefit	Holiday expenses	Low-interest finance	Goods and services	Housing	Electricity	Telephone	Transport	Medical	Union dues	Club fees	Entertainment allowance	Shares	Study leave	Superannuation	Child care/education expenses	Sick leave	Annual leave	Long-service leave
MANUAL																		
Holiday expenses	..	5.0	15.9	12.6	9.4	5.8	31.2	5.6	*	*	*	*	*	55.3	*	84.0	84.0	79.4
Low-interest finance	5.0	..	6.2	*	*	*	7.2	4.6	*	*	*	*	*	19.0	*	22.7	22.7	21.4
Goods and services	15.9	6.2	..	17.0	11.4	23.9	49.3	12.2	6.8	*	*	7.3	4.5	129.5	*	294.8	294.3	231.0
Housing	12.6	*	17.0	..	32.5	25.0	27.1	10.0	*	*	*	*	*	37.3	*	65.9	64.6	52.5
Electricity	9.4	*	11.4	32.5	..	24.7	18.5	5.1	*	*	*	*	*	23.3	*	39.4	37.9	27.0
Telephone	5.8	*	23.9	25.0	24.7	..	49.2	6.8	8.6	*	*	7.1	*	81.4	*	102.0	101.0	85.4
Transport	31.2	7.2	49.3	27.1	18.5	49.2	..	15.7	12.6	4.4	3.5	10.3	3.6	161.2	*	261.4	262.7	222.4
Medical	5.6	4.6	12.2	10.0	5.1	6.8	15.7	..	4.1	*	*	4.8	*	39.6	*	47.6	47.5	43.9
Union dues	*	*	6.8	*	*	8.6	12.6	4.1	..	*	*	*	*	19.7	*	28.6	28.6	24.7
Club fees	*	*	*	*	*	*	4.4	*	*	..	*	*	*	4.2	*	7.2	7.0	4.9
Entertainment allowance	*	*	*	*	*	*	3.5	*	*	*	..	*	*	*	*	4.4	4.4	3.8
Shares	*	*	7.3	*	*	7.1	10.3	4.8	*	*	*	..	*	24.7	*	31.9	31.2	28.1
Study leave	*	*	4.5	*	*	*	3.6	*	*	*	*	*	..	10.1	*	19.4	19.6	16.7
Superannuation	55.3	19.0	129.5	37.3	23.3	81.4	161.2	39.6	19.7	4.2	*	24.7	10.1	..	*	814.4	818.6	777.1
Child care/education expenses	*	*	*	*	*	*	*	*	*	*	*	*	*	*	..	*	*	*
Sick leave	84.0	22.7	294.8	65.9	39.4	102.0	261.4	47.6	28.6	7.2	4.4	31.9	19.4	814.4	*	..	1,852.6	1,455.9
Annual leave	84.0	22.7	294.3	64.6	37.9	101.0	262.7	47.5	28.6	7.0	4.4	31.2	19.6	818.6	*	1,852.6	..	1,464.6
Long-service leave	79.4	21.4	231.0	52.5	27.0	85.4	222.4	43.9	24.7	4.9	3.8	28.1	16.7	777.1	*	1,455.9	1,464.6	..
NON-MANUAL																		
Holiday expenses	..	21.8	30.4	13.7	5.9	20.2	42.8	14.0	5.4	9.6	12.9	6.6	4.7	84.0	*	120.4	121.4	107.8
Low-interest finance	21.8	..	26.6	21.2	*	28.6	36.2	45.1	8.6	16.0	18.8	21.1	7.9	127.7	*	150.0	150.1	146.4
Goods and services	30.4	26.6	..	21.2	11.6	69.0	106.6	34.8	18.0	16.4	25.6	20.7	15.6	191.6	3.8	433.9	433.5	347.4
Housing	13.7	21.2	21.2	..	42.1	55.9	44.1	20.5	8.9	10.3	11.5	12.7	4.0	75.6	4.5	101.3	101.9	82.6
Electricity	5.9	*	11.6	42.1	..	41.9	29.1	6.9	7.8	4.6	3.6	5.4	*	30.8	*	45.2	44.6	29.5
Telephone	20.2	28.6	69.0	55.9	41.9	..	195.2	36.1	38.0	34.3	45.5	33.8	11.8	232.4	4.8	293.9	298.6	243.4
Transport	42.8	36.2	106.6	44.1	29.1	195.2	..	45.3	50.8	39.7	64.3	42.4	18.1	337.2	6.9	500.9	508.2	406.3
Medical	14.0	45.1	34.8	20.5	6.9	36.1	45.3	..	14.2	16.6	16.1	18.8	5.5	95.4	5.0	125.6	123.8	111.7
Union dues	5.4	8.6	18.0	8.9	7.8	38.0	50.8	14.2	..	26.1	13.4	11.0	5.0	55.5	*	72.4	74.0	58.5
Club fees	9.6	16.0	16.4	10.3	4.6	34.3	39.7	16.6	26.1	..	17.4	10.5	*	46.2	*	58.7	59.0	48.5
Entertainment allowance	12.9	18.8	25.6	11.5	3.6	45.5	64.3	16.1	13.4	17.4	..	14.6	*	65.8	*	88.1	88.1	75.5
Shares	6.6	21.1	20.7	12.7	5.4	33.8	42.4	18.8	11.0	10.5	14.6	..	*	66.7	*	77.5	77.0	63.2
Study leave	4.7	7.9	15.6	4.0	*	11.8	18.1	5.5	5.0	*	*	*	..	52.4	*	89.2	89.8	79.7
Superannuation	84.0	127.7	191.6	75.6	30.8	232.4	337.2	95.4	55.5	46.2	65.8	66.7	52.4	..	6.7	1,433.6	1,440.9	1,373.7
Child care/education expenses	*	*	3.8	4.5	*	4.8	6.9	5.0	*	*	*	*	*	6.7	..	8.7	8.5	5.6
Sick leave	120.4	150.0	433.9	101.3	45.2	293.9	500.9	125.6	72.4	58.7	88.1	77.5	89.2	1,433.6	8.7	..	2,717.3	2,264.3
Annual leave	121.4	150.1	433.5	101.9	44.6	298.6	508.2	123.8	74.0	59.0	88.1	77.0	89.8	1,440.9	8.5	2,717.3	..	2,271.7
Long-service leave	107.8	146.4	347.4	82.6	29.5	243.4	406.3	111.7	58.5	48.5	75.5	63.2	79.7	1,373.7	5.6	2,264.3	2,271.7	..

(a) See footnote (a) to Table 11.

NOTE. Manual occupations comprised all tradespersons, plant and machine operators and drivers, and labourers and related workers. All other occupations were classed as non-manual.

TABLE 14. EMPLOYEES WHO RECEIVED LOW-INTEREST FINANCE: AGE, PURPOSE AND SOURCE OF FINANCE, AUGUST 1987
(^{'000})

Age group	Purpose of finance(a)			Source of finance		Total
	To purchase or improve house or land	To purchase a motor vehicle	Other	Current employer	Other source(s)	
	MALES					
15-24	*	7.4	*	10.1	*	12.5
25-34	27.3	7.9	5.3	34.3	*	37.7
35-44	34.0	8.8	4.0	37.1	6.0	43.1
45-54	18.8	5.3	*	20.2	3.7	23.9
55 and over	5.7	*	*	6.1	*	6.7
Total	87.8	30.2	15.2	107.9	15.9	123.9
FEMALES						
15-24	7.0	6.6	3.6	15.6	*	16.7
25-34	17.4	4.5	*	21.1	*	23.6
35-44	5.5	*	*	7.1	*	8.0
45-54	*	*	*	*	*	*
55 and over	*	*	*	*	*	*
Total	31.2	14.0	8.3	46.3	5.1	51.4
PERSONS						
15-24	8.9	14.0	7.0	25.7	3.5	29.2
25-34	44.7	12.4	8.1	55.4	5.9	61.3
35-44	39.6	11.0	4.8	44.2	6.9	51.2
45-54	19.9	5.8	*	22.3	3.8	26.1
55 and over	5.8	*	*	6.6	*	7.5
Total	118.9	44.2	23.5	154.2	21.0	175.2

(a) Employees who used the benefit(s) for more than one purpose are counted more than once. Hence totals obtained from this section of the table will exceed those shown under 'Source of finance'.

TABLE 15. EMPLOYEES PROVIDED WITH ANNUAL LEAVE: AMOUNT OF ANNUAL LEAVE PROVIDED, WHETHER CAN ACCRUE LEAVE AND OCCUPATION, AUGUST 1987
(^{'000})

Amount of annual leave provided	Occupation								
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	Total
	CAN ACCRUE ANNUAL LEAVE								
Less than 4 weeks	8.4	6.1	*	12.7	16.9	6.8	6.8	13.2	74.2
4 weeks	219.3	270.9	157.1	431.7	621.6	283.3	162.9	292.8	2,439.6
5 weeks	15.2	15.1	29.6	22.7	26.6	10.6	37.7	35.6	193.1
6 weeks and over	8.3	21.5	61.5	12.2	8.4	11.2	13.3	17.7	154.0
Total(a)	252.6	315.4	252.8	481.7	677.2	313.9	223.5	363.0	2,880.3
CANNOT ACCRUE ANNUAL LEAVE									
Less than 4 weeks	8.6	5.8	*	13.5	11.3	10.1	7.6	14.2	74.0
4 weeks	37.2	70.5	41.9	180.6	141.2	83.3	109.1	182.9	846.6
5 weeks	*	3.7	10.7	9.9	7.9	6.4	20.9	27.9	90.0
6 weeks and over	8.6	218.2	36.9	5.4	12.7	9.7	10.9	12.7	315.1
Total(a)	59.8	300.1	93.1	211.5	177.4	112.3	150.1	242.5	1,346.8
TOTAL(b)									
Less than 4 weeks	17.3	13.3	7.1	29.9	31.1	20.3	15.8	31.0	165.8
4 weeks	273.0	366.2	213.4	691.0	828.0	419.5	303.5	546.3	3,640.9
5 weeks	18.2	19.3	42.5	35.2	35.0	19.5	61.0	67.2	297.9
6 weeks and over	16.9	240.3	102.3	18.9	21.7	22.7	25.7	32.4	480.9
Total(a)	332.7	647.4	370.0	786.6	931.9	495.8	416.1	697.7	4,678.3

(a) Includes persons who did not know how much annual leave they received. (b) Includes persons who did not know whether they could accrue leave.

TECHNICAL NOTE

Estimation procedure

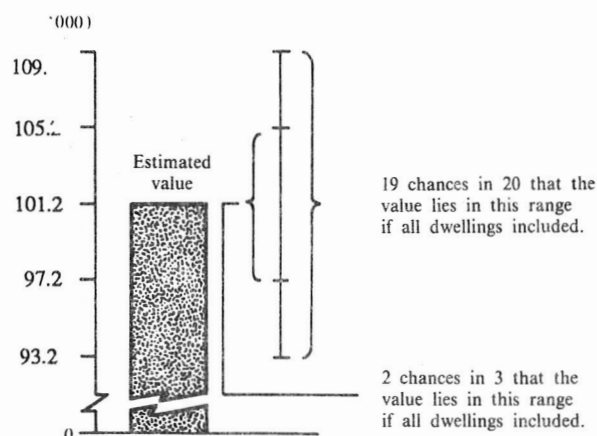
The estimates are derived from the population survey by use of a ratio estimation procedure which ensures that the estimates conform to an independently estimated distribution of the population for each capital city and remainder of State by age and sex, rather than to the corresponding distribution within the sample itself.

Reliability of the estimates

2. Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings they are subject to sampling variability, that is, they may differ from those that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the number that would have been obtained if all dwellings had been included, and about nineteen chances in twenty that the difference will be less than two standard errors. Another measure of the likely difference is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate.

3. Space does not allow for the separate identification of the standard errors of all estimates in this publication. A table of standard errors for general application is given on the following page. Since they are averages based on calculations for a limited number of past surveys over a wide range of labour force characteristics these figures will not give a precise measure of the standard error of a particular estimate but they will provide an indication of its magnitude.

4. An example of the calculation and the use of standard errors in relation to estimates of persons is as follows. Table 8 shows the estimated number of males aged 25-34 years who received a telephone benefit is 101,200. Since this estimate is between 100,000 and 200,000, the standard error for Australia will be between 3,950 and 5,300 in the standard error table and can be approximated as 4,000 (rounded to the nearest 100). Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 97,200 to 105,200 and about nineteen chances in twenty that the value will fall within the range 93,200 to 109,200. This example is illustrated in the following diagram.



5. As can be seen from the standard error table, *the smaller the estimate the higher is the relative standard error*. Very small estimates are thus subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In the tables in this publication, estimates less than the lowest levels shown in the standard error table have not been published. Although, in some cases, estimates for these small components can be derived by subtraction, they should not be regarded as reliable.

6. Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. An approximate relative standard error (RSE) of a proportion may be calculated by the following formula:

$$RSE(x/y) = \sqrt{[RSE(x)]^2 + [RSE(y)]^2}$$

7. Considering the example from paragraph 4 above, the 101,200 males represent 10.4 per cent of the 971,800 male employees aged 25-34 years in August 1987. The standard error of 971,800 is approximately 9,600 so the relative standard error is 1.0 per cent. The relative standard error for 101,200 is 4.0 per cent. Applying the above formula, the relative standard error of the proportion is $\sqrt{(4.0)^2 + (1.0)^2}$ or 3.9 per cent, giving a standard error for the proportion (10.4 per cent) of 0.4 percentage points. Therefore, there are about two chances in three that the proportion of male employees aged 25-34 years who had received a telephone benefit in August 1987 is between 10.0 per cent and 10.8 per cent and nineteen chances in twenty that the proportion is within the range 9.6 per cent to 11.2 per cent.

8. Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is also subject to sampling error. The sampling error of the difference between two estimates depends on their standard errors and the relationship (correlation) between them. An approximate standard error (SE) of the difference between two estimates (x-y) may be calculated by the following formula:

$$SE(x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

While this formula will only be exact for differences between separate and uncorrelated characteristics of sub-populations it is expected to provide a good approximation for all differences likely to be of interest in this publication.

9. The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by interviewers and respondents and errors made in coding and processing data. Inaccuracies of this kind are referred to as the *non-sampling error*, and they may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling errors to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

STANDARD ERRORS OF ESTIMATES

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